

Indiana's Best Practices Celebrating Diversity

Many Communities...One Indiana

The seal of the State of Indiana is a large, faint, light blue circular emblem in the background. It features a central figure of a Native American holding a bow and arrow, with a rising sun behind him. The words "SEAL OF THE STATE OF INDIANA" are written around the top inner edge, and "1816" is at the bottom.

A Resource Manual of Diversity Programs & Activities

1999 EDITION

Provided By

Indiana Civil Rights Commission

Indiana's Best Practices Celebrating Diversity *Many Communities...One Indiana*

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Dear Friends,

As the Executive Director of the Indiana Civil Rights Commission (ICRC), I am pleased that our agency was chosen to produce a resource manual of racial diversity programs and activities currently in progress throughout the State of Indiana.

Indiana's Best Practices Celebrating Diversity: Many Communities...One Indiana is by no means inclusive of all available resources or diversity activities occurring in our state. Nor does the ICRC endorse one resource or activity over another. Instead, we encourage you to pick and choose from these ideas and materials to create a program which meets the specific needs of your community or organization.



Initially, we have identified 160 activities intended to improve race relations in 46 communities from throughout the state. Many of these events began with the simple desire to celebrate the achievements of minority populations. Sometimes the community was motivated to action in response to a proposed march by the Ku Klux Klan at the local court house. Frequently, employers acted pro-actively to prepare their work forces for successful competition in the expanding global economy. Many of these projects are based upon religious and moral convictions that we are "our brothers keepers." Despite the varied motivations for beginning the myriad of projects presented in this manual, a singular truth predominates: the success of these activities lies in their attendant processes of collaboration, sharing, out reach, and leadership.

I invite you to share this book with friends and colleagues and to contribute information about other activities you are currently aware of and as they may develop in the future. It is my hope that this manual stimulates a synergy that indeed binds us as One Indiana.

Very truly,

Sandra D. Leek
Executive Director

PREFACE

The compilation of this book turned out, to use a Hoosier analogy, to be much like searching for the coveted little morel mushrooms on a warm spring Indiana morning.

Being a very methodical person, I marched determinedly into the woods armed with a knapsack and a poking stick with every intention of turning over every leaf and finding every mushroom in the forest. I hadn't gone far before I realized that this was an impossible task. First of all, there were entirely too many leaves to look under; not to mention, there were new mushrooms constantly popping up where I'd already been! And so, as time grew short, I left with what I'd found and decided to go back another time for more.

Thus it was with *Indiana's Best Practices Celebrating Diversity*. Every diversity activity that I found led me to others. I also talked with dozens of people who were still in the preliminary stages of putting together new programs for their community or organization.

I hope that as you read through *Indiana's Best Practices Celebrating Diversity: Many Communities . . . One Indiana* its cause will get under your skin and into your heart the way it did mine. There are hundreds of Hoosiers, young and old; rich and poor; black, yellow, brown, red, and white who are doing something to make a difference, and the good news is, it's working.

Examine the resources in this book, and then bend them, turn them, mold them to fit your community's or organization's needs, and what ever it turns out to be will be better than what you had before you started.

Sincerely,

Judy Kochanczyk
Editor

New Best Practices

will be updated periodically on the
Indiana Civil Right's Commission's
web site: <http://www.state.in.us/icrc>

Hard copy updates

will be mailed semi-annually.
To receive a hard copy, call or fax
mailing information to the ICRC.

To submit new Best Practices

use the form on the following page or
call ICRC to request a form.

Office: (317) 232-2600

Toll Free: (800) 628-2909

Hearing Impaired: (800) 743-3333

Fax: (317) 232-6580

Indiana's Best Practices Celebrating Diversity

Racial/Ethnic Diversity Programs and Activities

Program/Event Title: _____

Sponsoring Organization: _____

Address: _____
Street City State ZipCode

Telephone Fax E-mail Web Site

Contact Person: _____
Last Name First Name

Address: _____
Street City State ZipCode

Telephone Fax E-mail

Additional Contact Person: _____
Last Name First Name

Address: _____
Street City State ZipCode

Telephone Fax E-mail

**To include your diversity program/activity in periodic updates of
Indiana's Best Practices Celebrating Diversity return this form to:**

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[Turn to back side...](#)

Where/when do events/programs/services take place:_____

Purpose/Mission:_____

Description of event:_____

It would be helpful to include any informational attachments: announcement of event flier, copy of program or agenda, newspaper articles concerning event, logo, etc.

Name of those people/organizations who helped organize/co-sponsor the activity: _____

Funding/Donation sources:_____

Size of audience/audience feedback from activity:_____

Recommendations for other communities who would like to host a similar activity:_____

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